

C O P Y

TEMPORARY PROMOTION POLICY IN THE FOREIGN SERVICE

STATINTL

April 28, 1952

Temporary Promotion Policy

In connection with the study being made in your office of the temporary promotion policy the following statistics are submitted for your use.

Number of FSS employees classes 12 and above holding
temporary promotions on March 1, 1952 ----- 178

The number of these recommended for indefinite
promotion by Staff Corps Promotion Panels ----- 114

The number in the OIB program subject to indefinite
promotion by special FP panel ----- 17

The Panels this year have recommended indefinite promotion for 64% of the persons holding temporary promotions. An additional 10% composed OIB personnel who were not reviewed by the Panels may be granted indefinite promotions upon the review within FP which is provided for in the regular promotion policy. Thus it may be fairly stated that approximately three-fourths of the persons holding temporary promotions will receive indefinite promotions this year and that all will have been reviewed for indefinite promotion. The fact that at least one-fourth of the persons who have been given temporary promotions have not merited indefinite promotions on the basis of comparison with other members of the Staff Corps would indicate that the application of the temporary promotion policy has already been too extensive.

In any case the conclusion is justified that the original purpose of the temporary promotion policy (to correct certain inequities between levels of responsibility and personal rank which resulted from a delay inherent in the operation of the regular Staff Corps Promotion Panels) will have been fulfilled as a result of Panel and FP consideration this year.

The position of this Branch concerning the temporary promotion policy should be on record. We are opposed to the continuation of the policy on the following grounds:

1. It is

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1. It is in direct contradiction to and violates the principles of the regular career promotion program. Promotions throughout the Foreign Service should be made upon demonstrated merit and the availability of openings on a world wide basis rather than on a fortuitous coincidence of assignment for lack of other more qualified candidates.
2. The exceptional circumstances of rapidly expanding programs and resulting inequities no longer exist and the regular promotion program is fully adequate to correct any remaining inequities as demonstrated by the Panel work this year.

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cc: FP - [REDACTED]

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